



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**Executive Board Meeting
February 12-13, 2019
Minutes**

TUESDAY
February 12, 2019

CALL TO ORDER: Lyn Montgomery called the Meeting to order at 0902.

GUEST: Parliamentarian Kay Crews

Chantil Huskey made a **motion (1)** to excuse Charla Miller from the entire February Executive Board Meeting for personal reasons. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR	Forte (ATL)	YEA
Kleibscheidel, 1 st VP	YEA	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	YEA
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	AWAY	Keith (MDW)	YEA
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

AM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, KeyAnder Early, John Parrott, Sean Cooley, Kay Hogan, Chantil Huskey, Gayle Ross Middleton, Eric Weis, Pamela Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Charla Miller was excused.

TWU MEMBERSHIP PLEDGE: Chad Kleibscheidel

PLEDGE OF ALLEGIANCE: Executive Board Members

CORRESPONDENCE:

- TWU International Committee of Appeals (2)

GRIEVANCES:

Guest Grievance Team Members Marcy Vinyard and Brandon Hillhouse entered the Meeting at 0910 and left the Meeting at 1138.

Grievance Case:

Rachel Brownfield made a **motion (2)** to proceed with the grievance case. John Parrott **seconded** the motion. The motion **carries**.

The Grievant entered the Meeting at 0930. The Grievant left the Meeting at 0945.

Grievance Case:

Chad Kleibschedel made a **motion (3)** to not proceed with the grievance case. Chantil Huskey **seconded** the motion. The motion **carries**.

The Grievant entered the Meeting at 1002. The Grievant left the Meeting at 1015.

Grievance Case:

John DiPippa made a **motion (4)** to proceed with the grievance case. John Parrott **seconded** the motion. The motion **carries**.

Guest Grievance Team Member John Moore entered the Meeting at 1050 and exited the Meeting at 1117. The Grievant entered the Meeting via conference call at 1100. The Grievant left the Meeting at 1110.

The Executive Board took a break at 1117

Lyn Montgomery called the Meeting to order at 1138

GRIEVANCES: Gayle Ross Middleton presented the **Grievance Review Committee Report**.

Guest Grievance Team Members Marcy Vinyard and Brandon Hillhouse entered the Meeting at 1138 and left the Meeting at 1253.

Grievance Case:

Kay Hogan made a **motion (5)** to not proceed with the grievance case. John Parrott **seconded** the motion. The motion **carries**.

Grievance Case:

Rachel Brownfield made a **motion (6)** to proceed with the grievance case. Kristie Scarbrough **seconded** the motion. The motion **carries**.

Grievance Case:

John DiPippa made a **motion (7)** to proceed with the grievance case. John Parrott **seconded** the motion. The motion **carries**.

GRIEVANCES: Cont.

Grievance Case:

John Parrott made a **motion (8)** to not proceed with the grievance case. Eric Weis **seconded** the motion. The motion **carries**.

The Grievant entered the Meeting via conference call at 1210. The Grievant left the Meeting at 1218.

Grievance Case:

LaTonia Paul Benoit made a **motion (9)** to not proceed with the grievance case. Kay Hogan **seconded** the motion. The motion **carries**.

Guest Grievance Team Member John Moore entered the Meeting at 1220 and exited the Meeting at 1230. The Grievant entered the Meeting via conference call at 1223. The Grievant left the Meeting at 1230.

GRIEVANCES: Gayle Ross Middleton resumed the **Grievance Review Committee Report**.

Gayle Ross Middleton made a **motion (10)** to accept the Grievance Review Committee recommendation to proceed. John DiPippa **seconded** the motion. The motion **carries**.

Gayle Ross Middleton made a **motion (11)** not to proceed, per the recommendation of the Grievance Review Committee. Eric Weis **seconded** the motion. The motion **carries**.

*The Executive Board went to lunch at 1253
Lyn Montgomery called the Meeting to order at 1430*

PM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, KeyAnder Early, John Parrott, Sean Cooley, Kay Hogan, Chantil Huskey, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Charla Miller was excused.

GRIEVANCES: Gayle Ross Middleton submitted the **Grievance Report**. *(The written report is attached.)*

OFFICERS' REPORTS: *(All written reports that were submitted are attached.)*

Lyn Montgomery submitted the **President's Report** for review.

Chad Kleibscheidel submitted the **1st Vice President Report** for review.

LaTonia Paul Benoit submitted the **2nd Vice President Report** for review.

Sean Cooley presented the **Board Member at Large Report**.

Kay Hogan submitted the **Board Member at Large Report** for review.

Gayle Ross Middleton submitted the **Board Member at Large Report** for review.

Eric Weis submitted the **Board Member at Large Report** for review.

Pamila Forte (ATL) submitted the **Atlanta Base Report** for review.

Damion West (BWI) submitted the **Baltimore Base Report** for review.

Donna Keith (MDW) submitted the **Chicago Base Report** for review.

Kristie Scarbrough (DAL) submitted the **Dallas Base Report** for review.

Jessica Parker (DEN) submitted the **Denver Base Report** for review.

David Jackson (HOU) submitted the **Houston Base Report** for review.

Rachel Brownfield (LAS) submitted the **Las Vegas Base Report** for review.

Trish Damstra (LAX) submitted the **Los Angeles Base Report** for review.

Jimmy West (MCO) submitted the **Orlando Base Report** for review.

Josh Rosenberg (OAK) submitted the **Oakland Base Report** for review.

John DiPippa (PHX) submitted the **Phoenix Base Report** for review.

STANDING COMMITTEE REPORTS: *(All written reports that were submitted are attached.)*

LaTonia Paul Benoit presented the **COPE Committee Report**. LaTonia shared information regarding the Shutdown Proof Bill.

Eileen Rodriguez submitted the **CISM Committee Report** for review.

Alexander Ricker submitted the **Scheduling Committee Report** for review.

Amanda Gauger submitted the **Education Committee Report** for review.

Kurtis Beggs submitted the **Professional Standard Report** for review.

Lisa Happer submitted the **Uniform Committee Report** for review.

Chad Kleibscheidel submitted the **Communications Committee Report** for review. The Executive Board agreed to print only 20% of each base seniority list for the Unity Magazine moving forward. This is due in part to electronic readership increasing, the amount of unused publications, and an overall cost saving in printed publication cost.

Lyn Montgomery Recessed the Meeting at 1633

WEDNESDAY

February 13, 2019

CALL TO ORDER: Lyn Montgomery called the Meeting to order at 0902.

AM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, KeyAnder Early, John Parrott, Sean Cooley, Kay Hogan, Chantil Huskey, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Charla Miller was excused.

MINUTES:

The **January 2019 Executive Board Meeting Minutes, Attendance Report, Voting Record and Tally** were not available and will be presented for review during the March Executive Board Meeting.

The **Third Membership Meeting Minutes of 2018** were presented to the Executive Board for review.

FINANCIAL REPORT:

No report presented.

GUEST NEGOTIATIONS TEAM: Denny Sebesta, LaShaye Hutchinson, and Joe Skotnik. Provided a negotiation update and presented a letter of agreement regarding probation period.

*The Executive Board took a break at 1117
Lyn Montgomery called the Meeting to order at 1130*

Josh Rosenberg made a **motion (12)** that the Executive Board accept the Letter of Agreement between Southwest Airlines and Transport Workers Union Local 556 regarding Article 7-

Probation Period. Eric Weis **seconded** the motion. The Executive Board entered discussion regarding the motion.

Sean Cooley made a **motion (13)** to call the question. Eric Weis **seconded** the motion. The Executive Board voted. The motion **fails**. The Executive Board resumed discussion regarding the motion.

Chad Kleibschedel made a **motion (14)** to postpone the motion on the floor pending legal consideration/consultation. Chantil Huskey **seconded** the motion. The Executive Board voted. The motion **carries**.

Jessica Parker shared information regarding the teachers strike in Denver. The Executive Board agreed to draft a resolution of support for the Denver Teacher Strike.

The Executive Board went to lunch at 1249
Lyn Montgomery called the Meeting to order at 1424

PM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, KeyAnder Early, John Parrott, Sean Cooley, Kay Hogan, Chantil Huskey, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Charla Miller was excused.

The Executive Board continued discussion regarding the letter of agreement regarding probation period.

The Executive Board took a break at 1515
Lyn Montgomery called the Meeting to order at 1545

Chantil Huskey submitted the **Mobilization/Organization Committee Report** for review.
Pamila Forte submitted the **Civil and Human Rights Committee (CHRC)** for review.
Damion West submitted the **Shop Steward Committee Report** for review.

SPECIAL COMMITTEE REPORTS: *(All written reports that were submitted are attached.)*

Natalie Salser submitted the **Flight Attendant Drug and Alcohol Program (FADAP) Report** for review.

Lyn Montgomery submitted the **LODO Committee Report** for review.

Joe Skotnik submitted the **New Hire Committee Report** for review.

Lyn Montgomery submitted the **Satellite Base Report** for review.

Jessica Parker submitted the **Scholarship Committee Report** for review.

VeAnne Reeder submitted the **Survey Committee Report** for review.

Drew Kennedy submitted the **Technical Services Committee Report** for review.

Chris Sullivan submitted the **Veterans Committee Report** for review.

Jessica Parker submitted the **Women's Issues, Service, and Education (WISE) Committee Report** for review.

UNFINISHED BUSINESS:

- None

NEW BUSINESS:

Pamila Forte recommended and presented information for the Executive Board to consider conducting a Strategic Planning Session.

Pamila Forte made a **motion (15)** to hold an offsite Strategic Planning Session to establish goals, tasks, and to unify the Executive Board and the Membership of TWU Local 556. Josh Rosenberg **seconded** the motion. The Executive Board discussed the motion on the floor.

John Parrott made an **amendment (15a)** to motion 15. To amend the motion on the floor to insert after the word session, “in lieu of an Executive Board Meeting”. Damion West **seconded** the motion. The Executive Board discussed the amendment on the floor.

Damion West made a **motion (16)** to call the question. Eric Weis **seconded** the motion. The Executive Board voted. The motion **carries**.

The Executive Board voted on **amendment (15a)** to motion 15. To amend the motion on the floor to insert after the word session, “in lieu of an Executive Board Meeting”. Damion West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR	Forte (ATL)	YEA
Kleibscheidel, 1 st VP	NAY	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	NAY	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	NAY
Early, Recording Sec.	NAY	Jackson (HOU)	NAY
Cooley - BMAL	NAY	Brownfield (LAS)	NAY
Hogan - BMAL	NAY	Damstra (LAX)	NAY
Huskey - BMAL	NAY	J. West (MCO)	NAY
Miller- BMAL	EXCUSED	Keith (MDW)	NAY
Ross Middleton - BMAL	NAY	Rosenberg (OAK)	NAY
Weis - BMAL	NAY	DiPippa (PHX)	NAY

The motion **fails**.

The Executive Board voted on **motion (15)** to hold an offsite Strategic Planning Session to establish goals, tasks, and to unify the Executive Board and the Membership of TWU Local 556. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR	Forte (ATL)	YEA
Kleibscheidel, 1 st VP	YEA	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	YEA	Jackson (HOU)	YEA

Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	YEA
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	EXCUSED	Keith (MDW)	YEA
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

Jessica Parker made a **motion (17)** that we hold a one-day Executive Board Meeting, the same month that the strategic planning session is held. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR	Forte (ATL)	YEA
Kleibscheidel, 1 st VP	YEA	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarborough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	YEA
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	EXCUSED	Keith (MDW)	YEA
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis - BMAL	NAY	DiPippa (PHX)	YEA

The motion **carries**.

Executive Board Appointment: The Executive Board appointed KeyAnder Early to serve as the Board of Election Board Liaison by consensus.

ANNOUNCEMENTS:

- None

Lyn Montgomery Adjourned the Meeting at 1800.

To the best of my knowledge, these Minutes are an accurate account of these proceedings. All Officer and Committee reports submitted are attached.



KeyAnder Early
TWU Local 556 Recording Secretary



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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FEBRUARY 2019 OFFICERS REPORTS

Report From:	President
Submitted Report:	
• Lyn attended the Diversity and Inclusion training held for the Executive Board. Lyn wants to thank the Executive Board for attending this training as it was incredibly insightful. Lyn commends Pam Forte for organizing the event. • Lyn chaired the January 2019 Executive Board Meeting. • Certified Registered Parliamentarian Al Gage served during the board meeting per the motion made in December. He presented a short training explaining principles of Robert's Rules of order and aided in educating all Officers. A parliamentarian assists in aiding organizations to get business accomplished. SWAPA, APFA and other unions have utilized parliamentarians. Benefits of a parliamentarian include • Justice and courtesy for all • Maintenance of order • Consideration of one item at a time • All sides get heard • Ability for each member to provide input • Majority rule • Protection of the rights of all members including those who do not vote with the majority • Lyn commends the board for making the decision to obtain the service of a registered certified parliamentarian, as it is a move in a positive direction. Being a member of the National Association of Parliamentarians (NAP), herself, Lyn has learned the benefits of the expertise a <i>credited registered</i> parliamentarian offers. <i>(The National Association of Parliamentarians® serves the needs of today's parliamentarians and those interested in learning about parliamentary procedure. The NAP encourages its members and the general public to learn the principles and practice of democratic decision-making.)</i> • On January 18, 2019, Lyn and the Negotiating Committee hosted a conference call to inform and discuss the Satellite Base Testing Agreement. One hundred twenty-three Members participated in the call. The call provided answers to commonly asked questions, answered questions from those on the call and updated Members on the status of the test. Lyn wants to thank all who participated. A synopsis of the call was placed on the TWU Local 556 website. • On January 18, 2019, Lyn and the Negotiating Committee hosted a conference call to inform and discuss the LODO program.	

Approximately twenty-five Members participated in the call. This objective of this call was so that the Negotiating Committee can hear directly from Members concerning the LODO program. The Negotiating Committee learned an insight into the challenges and issues LODO's face. A synopsis of the call was placed on the TWU website.

- On January 18, Lyn collaborated with Operational Safety Chairperson, Michael Massoni concerning the incident of flight 1643 LAS-OMA.
- On January 22, Lyn attended the Celebration of Life for Herb Kelleher. The Local 556 Union office opened late to allow office staff to attend. The TWU Local 556 honored Herb Kelleher with a video tribute wants to thank videographer John Long for his work on the project. The video is available to view on the TWU Local 556 website and Facebook page. Lyn sends her sympathies to the Kelleher family, Colleen Barrett and all of us who knew Herb as a leader and friend.
- On January 23-24, 2019 Lyn led the negotiation session with Management.
- On January 25, Lyn attended a meeting with Senior Director of Preparedness Karie Lardon, Senior Manager Emergency Response Dennis post and TWU Safety Committee Chairperson and CO-Chairperson Michael Massoni and Jannah Dalak. Issues concerning hotel accommodations for the TWU Members of the Go team and other logistical matters concerning Emergency response details were discussed.
- Lyn has scheduled regular meetings with Sonya Lacore to ensure that the Union and the Vice President of Inflight can stay connected and discuss pertinent issues concerning Flight Attendants. The first regular meeting was held on January 28. In attendance was Lyn, Grievance Team Member Marcy Vineyard, Sonya Lacore, and Senior Director Base Operations Mike Sims. Lyn brought forth the concerns over the new SWA Mobile Live chat app for use on board by our Customers. Lyn stated that we needed to ensure that Flight Attendants' ability to deliver effective Customer service and their authority as Safety Professionals won't be compromised by this new tool. Sonya clarified for the Union that the Mobile Live Chat will not be used as a tool to monitor Flight Attendants. Additionally, Customer complaints concerning Flight Attendants will not be accepted via the Mobile Live Chat. She agreed to clarify the Live Chat's uses by publishing an IOTG based on our discussions during this meeting and in a follow-up call with Mike Sims on February 1, 2019.
- On January 29 and 30, Lyn led the Negotiating Session between the Union and Management.

- February 4- 7, Lyn attended the TWU International IEB/IEC Meeting in Miami. Lyn was sworn in by TWU International President Samuelson as a new member of the International Executive Board.
- On February 8, Lyn worked with Grievance Chair Gayle Ross and team member AC Crawford concerning FMLA issues.

Report From:	Vice President - 1
Submitted Report:	
First Vice President, Chad Kleibscheidel, has had briefing meetings or telephone calls with the President to remain updated on critical items that could affect our Membership. He has also been kept informed and aware of the day to day proceedings of Union matters and has given opinion, direction, and counsel to the president when solicited. At the direction of the President as her designee, he has assisted in telephone calls, responding to emails, and other correspondence to other Departments and the Membership. Chad also monitors and reacts accordingly to TWU 556 NOC events and multiple daily Inflight Scheduling Shift briefings. He was present and attended the entire Executive Board meeting in January. Worked with Grievance staff, office staff, attended Step 2 meetings, assisted in research and case building. Answered to Members phone calls, issues, emails, and other concerns. Responded to emails for the Executive Board. Attended meetings, made several visits to the NOC, worked with Committees for planning/development. Continued to remain active in the 2019 Voluntary Insurance Open Enrollment and attended Southwest Airlines' first Healthcare Summit with Members of the NT and the 2nd Vice President.	

Report From:	Vice President - 2
Submitted Report:	
2nd Vice Presidents Report Jan 15-17 Attended Executive Board Meetings Jan18-20 Attended TWU MLK Conference with Houston Shop Stewards: Michael McNeil and Rose Johnston. Jan 21 Participated in the MLK Parade Jan 22-24 Worked in Office Meeting with President Lyn Montgomery on weekly tasks Meeting/ Conference Call: Texas Afl-CIO Working Women Meeting with Gayle: Chap App/ Facebook Page Meeting on Sexual Harassment with management with: Atlanta DEBM and Civil & Human Right's Committee Chairperson Pamila Oak Denver DEBM and W.I.S.E. Committee Chairperson Jessica Parker CISM Chairperson Eileen Rodriguez Jan 29 - Feb 1 Worked in the office Meeting/Conference Call with Lyn Montgomery, President on weekly tasks Attended SWA Health Care Summit Meet and Greet with: 1st Vice President Chad Kleibscheidel Contract Negotiator Denny Sebesta Attended SWA Health Care Summit with: 1st Vice President Chad Kleibscheidel Contract Negotiators Denny Sebesta & LaShaye Hutchinson Attended Strategic Planning for Grievance Team with: Mark Richard BMAL and Greivance Chair Gayle Middleton Attended Meeting with Flight Attendants of 1380 with: Ed Cloutman via phone 1st Vice President Chad Kleibscheidel CISM Chairperson Eileen Rodriguez Meeting with Kay Hogan Chap App/ Facebook Page Attended Grievance Team Evaluations Round 1's with BMAL and Grievance Gayle Middleton	

Report From:	BMAL
Submitted Report:	
<u>Officer Report February 2019 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> • Gayle continued her work as Grievance Chair for TWU Local 556. • The first two weeks of January worked with: Ann Claire Crawford, Thom Reeder, Chad Kleibscheidel, and John Long on the OJI website and video. • January 8, 2019 met with Amanda Gauger (Education Committee), John Parrott, and LaTonia Benoit. • January 10, 2019 Gayle and Marcy Vinyard met with Base Operations. • January 14, 2019 attended Diversity & Inclusion Training. • January 15-17, 2019 Gayle attended the Executive Board monthly meeting. • January 25, 2019 participated in the Shop Steward Conference Call. • January 31, 2019: The monthly grievance meeting with Labor Relations was held via Conference Call • It is Gayle's continued honor to serve the Membership as a Board Member at Large and Grievance Chairperson.	

Report From:	BMAL
Submitted Report:	
Eric Weis attended Executive Boards 14-17 Jan 2019. Eric also attended The GRC with Hou Debm David Jackson On 14 Jan 19: Eric would like to thank The GRC Staff, Grievance Chairs, and David Jackson for the opportunity to attend and participate for the betterment of our local. Eric Weis also attended Diversiry and Inclusion Training On 14 Jan 2019. Eric would like to thank and recognize Atl Debm Pamila Forte for putting all the time and effort to attend and learn from the Diversity and Inclusion Training. Eric continues to fly 100 plus tff online each month. Eric continues to listen to each co worker on how to improve on quality of life issues, contract issues, and unity.	

Report From:	BMAL
Submitted Report:	
BMAL Report for Kay Hogan I attended the Executive Board Meeting January 15 - 17. I attended the New Hire Dinner on January 28th. I had the opportunity to speak with many of our New Hire Flight Attendants. It's a great honor to interact with our New Hire Flight Attendants, to answer their questions and share information about our Flight Attendant Union.	

Report From:	DEBM - ATL
Submitted Report:	
Pamila and Members of The Executive Board attended Diversity and Inclusion training January 13. Pamila attended the Executive Board Meeting January 14-17. Pamila attended the 2019 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference January 17-21. Pamila met with Southwest Airlines Management January 24, to discuss sexual assault and sexual harassment of Flight Attendants in the work place. In attendance from TWU Local 556 , 2nd Vice President LaTonia Benoit, Denver Domicile Executive Board Member Jessica Parker, Atlanta Domicile Executive Board Member Pamila Forte-Oak, Critical Incident Stress Management (CISM) Chairperson Eileen Rodriguez, and Attorney for TWU Local 556 Ed Cloutman. Pamila would like to thank Jessica Parker for facilitating the meeting and championing this extremely important issue. Pamila met with Base Manager Graham Vandergrift and requested the base post the required Panel of Physicians for Workers Compensation in a more visible area in the Atlanta Crew Lounge. Pamila also requested that the panel be more structured, updated, and legible for Flight Attendants to better understand their choices after an on the job injury. Pamila published an E-Connection. Pamila and Atlanta Shop Steward John Justen held the Human Trafficking Awareness Lounge Mobilization. Pamila joined Negotiations Task Force Coordinator, Travis Bruce and NTF Leaders, Rasheedah Malik and Eric McCulley for the NTF Lounge Mobilization to discuss the the current status of negotiations. Pamila participated in the NTF conference call January 28. Pamila updated the glass case, tidied the Red-Rack and continues to answer calls, text messages, and emails from Members.	

Report From:	DEBM - BWI
Submitted Report:	
<u>BALTIMORE OFFICER REPORT</u> Attended Executive Board Training on Diversity and Inclusions on January 14 Attended Executive Board meeting in Dallas January 15 - 17 Attended AFL-CIO MLK Conference on Civil and Human Rights January 18 - 20 Participated in Government Shutdown Press conference at DCA on January 24, about the safety of the airline industry Met with Stephen Schembs AFA Government Affairs Director to discuss coordinating in the future for events Met with Allie Malis APFA Government Affairs Representative to discuss APFA working with TWU 556 on lobbying efforts to push forward the implementation of provisions in the FAA Reauthorization Bill. Conference call with Stephen Schembs AFA Government Affairs Director on February 4 to be briefed on AFA upcoming plans to deal with the possibility of another government shutdown. Emergency Officer on Call January 28th - February 3rd and February 4th - February 10th <u>Updated Union Glass Case February 1st</u> • Posted upcoming membership meeting dates • Posted Black History Month Poster • Posted point reduction plan <u>Baltimore Lounge</u> Lounge Mobilization on point reduction on February 1st (Another planned for February 20th) Placed Dues Increase Letter in all Baltimore Flight Attendants mailboxes on February 5th Met with BWI Management to discuss: Upcoming Events • Kindness Roundtables • Carnival Event	

- Discussed coordinating on getting the word out for future base activities to increase participation.

Baltimore is having an issue with Delay of Flight on International departures, as a result Supervisor will be at gates until the numbers drop.

Baltimore Grievance for the month January

- Fact Finding Meetings - 22
- Step #2 Meetings - 9

(Baltimore is still having an issue with Delay of Flight)

INCLUDED IS THE POINT CARD PASSED OUT IN BWI

BWI Point Reduction Plan 2019

1st Quarter 2019 JAN-FEB-MAR

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____

3rd Quarter 2019 JUL-AUG-SEP

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____

2nd Quarter 2019 APR-MAY-JUN

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____

4th Quarter 2019 OCT-NOV-DEC

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____



BWI Point Reduction Plan 2019

1st Quarter 2019 JAN-FEB-MAR

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____

3rd Quarter 2019 JUL-AUG-SEP

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____

2nd Quarter 2019 APR-MAY-JUN

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____

4th Quarter 2019 OCT-NOV-DEC

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____



**BALTIMORE FLIGHT ATTENDANTS WHO ATTENDED M.L.K.
CONFERENCE ON CIVIL AND HUMAN RIGHTS**

I had the pleasure of attending The AFL-CIO MLK Civil & Human Rights Convention for the 2nd year in a row and we had the pleasure of seeing Andrew Gillum speak and had the opportunity to briefly speak with him. He spoke about the importance of the labor movement and maintaining the integrity of it. We are here to protect labor laws for union workers rights. We are trying to make a difference in our workplaces. We attended a cultural change training workshop that highlighted union values, Such as, inclusion, solidarity, Equity, Unity, Justice, professionalism, adaptability, equality, consistency, fairness, accountability and empowerment.

Lastly, several of us attended a workshop about healthy workplace practices. Such as people being treated with respect, non-discriminatory practices, Respecting women, Healthy honest conversation, Non-bias practices, Collectivity, Respecting boundaries and empowering one another. Take it back to one membership so they can be effective union members themselves. These types of educational conferences are great learning tools to have lounge education tables and literature for membership.

I feel honored to be selected to attend a conference of this multitude among other unions and will continue to carry the information that I learned over those three days back to my Union brothers and sisters.

In solidarity

Satin Fye

The convention was held January 17th-21st in Washington D.C. The focus was "The Firece Urgency of Now". That particular slogan spoke volumes to me because it embodied the importance of Labor and what we need to be doing within our local. My two most profound experiences throughout the convention were the workshops.

The first workshop I attended was, This is America: Young, Black and Union. We discussed the disparities within other unions and what it meant to be black and young. We also discussed different types of racism, which included: Coded Racism and Routine Racism. We also dicussed different avenues of getting the young people involved and how do we keep them engaged. The take away from this workshop is what an older gentleman said, "We have to meet people where they are at, not where we expect them to be". This resonated within me because we can't always assume that everyone is going to understand our message. We have to be willing to meet them in there environment and give them the resources they need for the betterment of labor across all cultures and nationalities.

The second workshop I attended was; Beyond Bias: An introduction into Implicit Bias. We discussed the definition of what an implicit bias is. Which is the unconscious attribution of particular qualities to a certain social group. We broke down the four characteristics of implicit bias as well. The first one was they operate on the subconscious level and we are NOT aware of it. Secondly, they run contrary to our conscious beliefs and attitudes but make us behave differently. Thirdly, they are triggered through rapid and automatic mental association with people, groups and institutions. Fourth, they operate on the individual and institutional level within education, healthcare and criminal justice. My take away from this is that we have to be mindful of our biases within labor. Knowing how to identify them and act accordingly. Also, knowing these things can make one an effective and efficient leader within the labor movement to empower others throughout their locals.

O'sha Stegall

Report From:	DEBM - DAL
Submitted Report:	
DAL DEBM REPORT Kristie held a lounge mobilization on Human Trafficking on Jan 19th. She attended the shop steward conference call. She had 3 more shop stewards shadow her for fact finding meetings, Kristie updated the glass case and stuffed boxes with the dues letter. Fact finding meetings are on the rise in DAL and Kristie has attended all fact finding meetings in February. Late to gate and UTC is the primary issue. Kristie attended a volunteer opportunity held on Feb. 14th hosted by DEN DEBM Jessica Parker on behalf of Gwen York and was held at Trusted World in Garland. She also attended the monthly board meeting on Feb 12th and 13th. She continues to update and inform on Dallas Union Connection FB page and featured Black History Month. She attended the meet and greet dinner for the NTF.	

Report From:	DEBM - DEN
Submitted Report:	
Jessica attended Diversity and Inclusion Training, presented by Rich Brandt with the RDR Group, on January 14. Jessica would like to thank Pamila Forte for facilitating this important training for Executive Board Members. Jessica attended the Executive Board Meeting January 15-17. Jessica attended the Denver Area Labor Federation (DALF) Meeting on January 24 in which Denver Shop Steward Jamie Simpson was elected to serve as Board Member at Large for DALF. Jessica would like to thank Jamie for her tireless advocacy for TWU Local 556 and the Labor Movement as a whole. Jessica and Denver Shop Stewards Megan Corbett and Jamie Simpson conducted a Human Trafficking Lounge Mobilization on January 24. Jessica participated in the Shop Steward conference call on January 24 and the NTF conference call on January 28. Jessica published a Denver E-Connection on January 30. On February 1, Jessica posted the dues increase letter in the Union Glass Case and distributed it in Flight Attendant mailboxes. Thanks to Denver Shop Steward Courtney Stone for her assistance with this. Jessica has remained in contact with Denver Inflight Leadership on issues specific to the Denver Base, updated the glass case, and tidied the red rack.	

Report From:	DEBM - HOU
Submitted Report:	
David reports he attended Diversity and Inclusion Training at the TWU Local 556 Union Office on January 14 with fellow Members of the Executive Board. David attended the Executive Board Meeting on January 15-17. David participated in the Satellite Base Conference Call on January 18. He also conducted a Lounge Mobilization on Human Trafficking on January 25 distributing literature and phone numbers. David attended a Step Two Meeting in Dallas on January 21 for a Houston Flight Attendant. On February 8 David attended a meeting with Inflight Management in Dallas. David participated in the Shop Steward Conference Call as well as distributing an E-Connection on February 5. On February 9 David attended the NTF (Negotiations Task Force) Meet and Greet in Houston. He has continued to schedule newly elected Shop Stewards to shadow meetings. David has remained in constant contact with the Executive Board and Management.	

Report From:	DEBM - LAS
Submitted Report:	
Rachel reports that she attended the January Executive Board Meeting in Dallas. Rachel participated in four conference calls regarding the Shop Steward Committee, LODO Program. Satellite Base Testing, and the Negotiations Task Force Lounge Mobilization Program. Rachel met with the Las Vegas Base Manager Brandon Durbin to discuss issues within the Base. Rachel updated the Union Glass Case and cleaned the Union Red Rack to remove items that were not approved to be placed on the Union Red Rack. Rachel stayed in contact with Shop Stewards and continued to schedule Shop Stewards to shadow Fact-Finding Meetings.	

Report From:	DEBM - LAX
Submitted Report:	
Trish continued getting the LAX base lounge organized. This included bringing union materials to place in the glass case, and also the Temporary Red Rack Basket. Trish worked on two E-Connects to share information with the members, and created invitations to events on the LAX Union Group. Trish also moderated, and uploaded new resources to have available on the group. Trish replenished snacks for the lounge, and posted information for the VIP supplemental insurance visit. She shopped for snacks, and met with the VIP rep to ensure all went smoothly for the week. Trish also met with NTF squad leaders, to make sure the lounge mob was a success. Trish hosted a Shop Steward Dinner, and discussed upcoming plans for lounge mob/workshops with all of them. Trish thanks all of the Shop Stewards who were able to attend! Trish shopped for and hosted a Human Trafficking Lounge Mob. She would like to thank Shop Steward Della Saucier for her assistance with the lounge mob. Trish conducted 6 Fact Finding meetings, and spent time with base management, discussing parking lot changes. Trish sent numerous emails, texts, and had many phone calls with flight attendants regarding various needs, and discipline issues. She answered texts, and emails for union business, and worked on plans for upcoming lounge mobs. Trish would like to thank the LAX base flight attendants for their valuable input on the workshop topics, and for reaching out to her when they need assistance. Trish finds working for the flight attendants and the LAX base extremely rewarding, and wants them to know she is always available to support their needs.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy reported that Fact-Finding Meetings have declined since the last Executive Board Meeting in January. Jimmy attended the Diversity and Inclusion Training on January 14, 2019 in Dallas. Jimmy participated in the Satellite Base Test conference call. Jimmy conducted a lounge day for Human Trafficking where flyers and pins were distributed. Jimmy reported that on February 2, 2019, there was an incident with an Orlando TSA Agent which caused a security breach in the Southwest Airlines and Delta Airlines terminals. Jimmy reported during the incident, numerous flights were cancelled or diverted to other Southwest Airlines airports. Flight delays occurred up to eight hours. Jimmy remained in constant contact with the Orlando In-flight Base, CISM Chairperson Eileen Rodriguez and provided several updates to flight crews. Jimmy reports he remained available for flight attendant's who experienced changes to their schedules, including unscheduled overnights. Jimmy reported that he remained in contact with the flight attendant's involved in the Omaha incident on January 18, 2019. Jimmy reported there are still several copies of the latest Unity Magazine on the Union Red Rack. Jimmy would like to suggest there be another percentage reduction in the printing of the future Unity Magazines. Jimmy has met with Orlando In-flight Management to discuss base issues. Jimmy sent an E-Connection at the end of January, 2019. Jimmy reported that the dues increase letter was distributed and the upcoming Membership Meeting notice was posted.	

Report From:	DEBM - MDW
Submitted Report:	
Donna reports that Fact-Finding and Step 2 Meetings have increased in Chicago for various reasons including but not limited to attendance, DOT drug and alcohol testing, delay of flight, late to gate, Flight Attendants not having all required items upon reporting or duty, Employee write-ups, and no shows. Donna spent time in the lounge during the month, represented Flight Attendants in Fact-Finding and Step 2 Meetings, and met with Management regarding issues pertaining to Chicago Members. Donna wrote an E-Connection and was in contact with Shop Stewards and Members via phone, text, and email. Donna participated in the Shop Steward Conference call on January 25, conducted by Shop Steward Committee Chair Lucy White-Lehman and Co-Chair Damion West. Donna attended the Executive Board Meeting on January 14-17. Donna attended Diversity and Inclusion training on January 14 conducted by Rich Brandt and facilitated by Atlanta DEBM Pamila Forte. All publications have been distributed, the red rack tidied, and the glass case has been updated.	

Report From:	DEBM - OAK
Submitted Report:	
Josh Rosenberg attended the January session on Executive Boards from the 15 – 17. On January 14 Josh attended a diversity and inclusion training facilitated by Rich Brandt with the RDR Group. Josh would like to thank Atlanta DEBM Pam Forte for putting this training together. It was extremely informative and Josh hopes that Mr. Brandt services will continue to be used. On January 25, Josh attended a rally at Oakland Airport in support of ending the Government shut down and supporting the over 800,000 federal employees who have been forced to work without receiving pay. Josh would like to thank all the Flight Attendants that showed up and marched to support Labor. On January 29, Josh attended the (Negotiations Task Force) NTF Lounge Mobilization with NTF Leaders Eric Hironymous and Julie Sadowski. Josh would like to thank them for their continued work with the NTF. Also, on January 29, Josh passed out information about Human Trafficking and how Flight Attendants can identify fight it. On February 7, Josh attended a strategic planning session at the Alameda Labor Council to identify important topics and priorities in the local Labor community and strategize how we can best fight attacks on Labor and support our sisters and brothers in the Labor Community. On February 9, Josh attended a meet and greet with Oakland NTF Leaders, Shop Stewards, and NTF coordinator Susan Johnson. Josh would like to thank all that attended. After the meet and greet, Josh and some Oakland Shop Stewards talked about how to get our Members more active and engaged. The feedback was that we should better focus on engaging our new hires. From that meeting we planned scheduling “bidding classes” during reserve bidding and having more opportunities for new Hires to attend a Base Orientation and have the chance to speak with a Local Union Representative. Josh has also scheduled Conference calls for Oakland Shop Stewards so that we can discuss any issues or ideas to better unify and organize our workgroup. Josh would like to thank all Oakland Flight Attendants who have been negatively impacted by the large amount of New Hires who have Oakland as their “first line month.” He realizes it is something that we struggle with and will continue to speak with the EB and Negotiating Team about possible solutions. He would like to thank all Flight Attendants that have shared their stories and possible solutions with the EB and NT.	

Report From:	DEBM - PHX
Submitted Report:	
• Made sure Dues Increase Letter placed in mailboxes • Participated in TSA Luncheon during Government Shutdown • Wants to thank Viola Lucero for hosting TSA Luncheon • Wrote an E-Connection for February • Placed Membership Meeting Information in glass case • Attended Diversity Training before January Executive Board Meeting • Wants to thank Shop Stewards and NTF Leaders Rob Riddell and Kristen Vandenbranden for doing an NTF Lounge Mob last month • Did a couple of Fact-Finding Meetings before the February Board Meeting • Attended January Board Meeting • Reviewed Grievances and wrote Base Report for February Board Meeting • Was in the lounge in January and again in February after Fact-Finding Meetings • Have been in constant contact with the Membership via phone calls, emails, Facebook, and face to face interactions • Wants to compliment DEN DEBM Jessica Parker for the great piece she wrote about Sexual Assault and Harassment that was sent to the Membership • Wants to thank all of the Admins from the Official TWU Local Facebook Group for their service to the Membership • Wants to thank Lyn, Michael Massoni, and Janah Dalak for allowing the Executive Board to sign their name to a strongly worded letter to Gary about Maintenance practices	



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FEBRUARY 2019 COMMITTEE REPORTS

Report From:	CHRC
Submitted Report:	
Pamila worked with Collective Liberty to create literature for Human Trafficking Awareness Month for the Domicile Executive Board Members to distribute in every base. CHRC would like to thank Oakland Shop Steward Angie Kilbourne for working with Collective Liberty to create Human Trafficking palm cards to pass out to Members and Posters for the Union Glass Cases. Pamila facilitated the Diversity and Inclusion training for the Executive Board, presented by Rich Brandt CEO of the RDR Group January 14. Pamila, along with CHRC Co-Chairs Heather Kelly-Gray and Latonia Paul Benoit strategized to send eighteen Members to the the AFL-CIO Dr. Martin Luther King Jr Conference in Washington, D.C. Five Members attended an MLK Day event in Atlanta while another four Members attended an event in Houston to observe the MLK Holiday. The CHRC was proud to have a large presence represent TWU Local 556 and would like to thank the Members in attendance for volunteering a portion of their time and agreeing to share hotel rooms in an effort to reduce the costs. Pamila reports that many of the TWU Local 556 Members were experiencing their first time doing work on behalf of the Local in an effort to encourage participation amongst new CHRC Committee Members. While at the Conference in Washington, D.C., Members attended break-out sessions which included discussions about organizing efforts, race, gender, and economic inequality, implicit bias, transforming our work to build a stronger Union, culture change training and the future of the Labor Movement. TWU International hosted a dinner for all TWU Locals registered for the Conference to continue these discussions and encourage networking. Pamila met with International Administrative Vice President Mike Mayes to try to establish quarterly CHRC Meetings with TWU International as well as ways to communicate the lessons learned at the Conference to all TWU Members. Pamila would like to thank the Domicile Executive Board Members and Treasurer John Parrott for making this possible. Pamila and LaTonia gathered Information for the Black History Month article highlighting the activism achievements of TWU International Director of Human and Civil Rights and Working Women's Committee Chair John Bland to be published mid-February. Heather is working with the DEBMs and the PRIDE Parade Committee to get registration complete for the upcoming parades.	

Report From:	CISM
Submitted Report:	
The CISM Team assisted with a total of 161 Incidents and spoke to 272 Flight Attendants during the month of January. CISM Chairperson Eileen Rodriguez and a CISM Team Member debriefed the Crew after the incident in OMA. The CISM Team was present in all 11 Inflight Bases and did lounge mobilizations for 4 days per base after the passing of Herb Kelleher. CISM Chairperson Eileen Rodriguez presented the CISM program to the Inflight Base Managers, Assistant Base Managers and Inflight Supervisors with the FADAP and Pro Standards Chairpersons. CISM Chairperson Eileen Rodriguez attended a meeting with TWU 556 Leaders concerning Sexual assault in the workplace. CISM Chairperson Eileen Rodriguez attended a meeting with the SWA Benefits Team and the SWA Drug and Alcohol Team with FADAP and Pro Standards Chairpersons. CISM, FADAP and Pro Standards began shooting an educational video to present to the membership soon! Aircraft Incident 2 Birdstrike 1 Calls Related to Death of FA 1 Crew Member Illness 4 Death on Board 3 Debriefing - Team Member 3 Declared Emergency 1 Diversion 4 Employee Death 1 FADAP Team Referral 4 FA Death of Family Member 8 FA Illness 7 FA Injury 3 FA Involved in Incident - Off Duty 2 Incident on RON 3 Lounge Mobilization - ATL 4 Lounge Mobilization - BWI 4 Lounge Mobilization - DAL 4 Lounge Mobilization - DEN 4 Lounge Mobilization - HOU 4 Lounge Mobilization - LAS 4 Lounge Mobilization - LAX 3 Lounge Mobilization - MCO 4 Lounge Mobilization - MDW 3 Lounge Mobilization - OAK 4 Lounge Mobilization - PHX 4 Mechanical 2	

Medical Emergency 15
 New Class Presentation 1
 Other 2
 Passenger Misconduct 13
 Personal Issue 29
 Smoke or Fumes in Aircraft 1
 Suicide Attempt/Intervention 1
 Suicide of a Family Member 1
 Turbulence 7

Total Incidents 161
 FAs Assisted 272

Report From:	Communications
Submitted Report:	
Worked on multiple projects and publications involving multiple Committees and bases, worked with the Negotiations Task Force (NTF), and NT; both in specific distribution groups (ie. E-Connections, Safety, Health, NOC Events, Shop Steward Committee, LODO, and Satellite Bases), and in system-wide communications. Assisted Committees on idea/project developments. Began a branding guideline for use on all Union publications Management of TWU Local 556 social media Membership communications via email blasts, Facebook, Twitter, posters, and preparation for uploading onto the Website and App Continued planning updates to the Website to forward to Technical Services Answered Membership emails/Phone calls, if not applicable to COM they were forwarded to the appropriate Committee(s). Monitored all news and events regarding Southwest Airlines Created and development a tribute to Herb Video Assisted in the relaunch of the Chat App via videos, and electronic promotions Continued work on quick educational videos for the Grievance Team Please submit story ideas and photos to communications@twu556.org	

Report From:	Education
Submitted Report:	
Amanda reports she met with Grievance Chair and Board Member at Large, Gayle Ross, 2nd Vice President LaTonia Benoit and Treasurer John Parrott in Dallas to discuss the Official TWU Local 556 Facebook Group. She also met with Mob/Org Co-Chair and Board Member at Large Chantil Huskey and Negotiations Task Force Coordinators Susan Johnson and Travis Bruce to discuss the NTF and how to utilize the Official Group with the NTF's activities. Amanda also signed up to be an NTF Agent. Amanda created an education piece about Southwest's earnings in preparation for the company's 4th Quarter and 2018 earnings report. Amanda presented a proposal to the Executive Board to combine the Moderator duties of the Official Group with the responsibilities of the TWU Chat App. She also discussed her plans in how to use the Official Group moving forward. Amanda continues to manage the new member requests and removals for the Official Group. As of January 31st, there are 8,042 members of the Official Group. Amanda attended the Shop Steward conference call on January 25th. She assisted with clarifying questions that were asked during the conference call regarding Reserve sick calls. She is working with Shop Steward Chairperson Lucy White-Lehman and Co-Chairperson Damion West to utilize the Education Shop Stewards. Amanda would like to thank the Executive Board for allowing her to present to them in January.	

Report From:	FADAP
Submitted Report:	
• Dallas-based Flight Attendant Drug and Alcohol Program (FADAP) Coordinator Jodi Nevant made a site visit to Breathe Life Healing Center in Los Angeles on January 5 • FADAP Co-Chairpersons, Natalie Salser and Tom Spillers, attended the Houston Base staff meeting along with Critical Incident Stress Management (CISM) and Professional Standards on January 9 • FADAP Co-Chairpersons participated in the Crew Assistance Program presentation to all of the Inflight Base Managers, in Dallas, on January 23 • FADAP Co-Chairpersons spoke at the Inflight Assistant Base Manager meeting, in Dallas, on January 29 • FADAP Co-Chairpersons met with the Benefits Team and the Southwest Airlines Drug and Alcohol Team on January 30 • FADAP Co-Chairpersons spoke with all of the Inflight Supervisors and recorded a Peer Team video on January 31	

Report From:	Grievance
Submitted Report:	
<i>February 2019</i> <i>Executive Board Report</i> <u>TOTAL NUMBER OF GRIEVANCES:</u> 193 total grievances: <i>43 terminations</i> <i>9 group grievances</i> <i>43 non-term disciplinary</i> <i>66 Attendance</i> <i>32 individual contract</i> <i>Total Contract Grievances on file: 41</i> <i>Total Discipline Grievances on file: 152</i> <u>Settled and Withdrawn Report:</u> Twelve grievances were settled; seven were settled at the Step 2 level. Forty-five grievances were withdrawn without prejudice. One Flight Attendant released the Union to proceed on his own. Of the sixty-six Attendance grievances, twenty-six were No-Shows, one Unable to Contact, thirteen Failure to Report, eleven Sick Leave 1, one May be Late, and fourteen No-Show Training. The forty-three non-term disciplinary grievances consisted of: twenty-nine written warnings, five final written warnings, five thirty-day suspensions, one six-day suspension, and three violations falling under the “other” category (pass bureau, discussion log entry, etc.). <u>Fact-Finding Meetings:</u> One hundred and twenty-nine fact-finding meetings were held in the bases, in January 2019. <u>Board of Adjustment:</u> FA is being rescheduled (Written Warning) February 19, 2019 FA (SL1) February 21, 2019 FA (Written Warning) March 26, 2019 FA (Final Written Warning)	

March 28, 2019 FA (FTR)

Arbitration Update:

November 8, 2018: FA - Arbitrator William McKee – arbitration was held. Brief submitted.

Arbitrations Scheduled:

March 6, 2019: FA – Arbitrator Vernon.

April 3, 2019: FA – Arbitrator Adler.

April 9, 2019: FA – Arbitrator Gomez.

Arbitrations Proceeding on Their Own:

Flight Attendant released Transport Workers Union Local 556 of representation but has not slated either of her two thirty-day suspension grievances for arbitration.

Flight Attendant released TWU Local 556 and is proceeding on her own regarding her Termination - Arbitrator Franceiwicz.

Flight Attendant released TWU Local 556 and is proceeding on her own. The Company sent a message that her case has been “resolved”.

Flight Attendant released TWU Local 556 and is proceeding on his own regarding his thirty-day suspension for a Social Media Policy infraction.

Upcoming Grievance Meeting:

The Union and Management will be meeting on February 20, 2019 for our monthly grievance meeting.

Report From:	LODO
Submitted Report:	
Friday, January 18th the LODO committee and the Negotiating Committee hosted a conference call open to all Flight Attendants regarding our Destination/Origin (LODO) program. The call was successful, and we had great sharing of ideas, questions, feedback, and comments. There were many Flight Attendants from the LODO Program, non-LODO Flight Attendants, and even New Hire Flight Attendants hired specifically for the LODO program. First, it was acknowledged by all that the LODO Program is vital for some of our destinations. Of course, the question was raised about potentially new LODO destinations. As of today, the Company has only expressed interest in expanding the LODO program to include San Juan (SJU) later this year. It was mutually agreed between both LODO and non-LODO Flight Attendants that there was frustration with LODO Flight Attendants being restricted to only the “A” position. Additionally, both felt that the three-year commitment requirement for New Hire Flight Attendants hired specifically for the LODO program is excessive. We are currently working with the Company on both items. Havana flights were identified by both LODO and non-LODO Flight Attendants as having very high workloads. LODO Flight Attendants also expressed frustration with the quality of LODO pairings indicating they were often repetitive, had short layovers, and multiple legs per day, with limited variety. Further, LODO Flight Attendants continue to be concerned with flexibility, specifically the ability to trade, give away, or drop LODO pairings. It was stated that improving the pairings and flexibility could improve the appeal of the overall program. The LODO program is likely to improve not only with growth as more LODO destinations are added to the Southwest Airlines System, but with more LODO Flight Attendants added. How long before the program will see the anticipated growth, is still uncertain, particularly with the announcement that Southwest Airlines will end service to Mexico City in March 2019. Overall, not only was this our first LODO call, but it was a success, and we look forward to additional collaborative communications moving forward.	

Report From:	MOBORG
Submitted Report:	
MOB/ORG Co-Chair Chantil Huskey met with the NTF the first week of January to solidify the NTF schedule for February and create talking points for the January 29th NTF Lounge Mobilization. NTF Coordinators also secured Lounge Mobilizations for February with potluck meet and greets in all eleven bases as well as finished training material for the LAX NTF Leader Training February 8th to be held in Dallas. Chantil met with SWAPA's MOB/ORG Chair Jean Peck, BMAL Charla Miller, and BMAL Sean Cooley. We spoke about SWAPA's future mobilization events prior to them beginning their negotiations in 2020. We hope to build a strong coalition with SWAPA as we move deeper into our negotiations as well.	

Report From:	New Hire
Submitted Report:	
Joe reports, since the beginning of 2019, he has spoken with Class 402. Prairie Firkus attended the graduation of Class 402. Joe would like to thank Prairie Firkus and Alison Hare for their help making the New Hire folders. Joe is looking forward to working with his new Liaison to the Executive Board, Kay Hogan.	

Report From:	Other
Submitted Report:	
Negotiating Committee Executive Board Update February 2019 <u>JANUARY 2019</u> – The entire Negotiating Committee has been present for all bargaining sessions this month. Union advisors attended as requested by NT – L. Middlebrook, TWU Int'l Representative T. McDaniel and Economist D. Akins. Scheduled Negotiation Dates • Jan 8, 9, 10 – Company Host • Jan *22, 23, **24 – Union Host *Jan 29, 30 – Company Host*The 22 cancelled due to Herb Kelleher's Celebration of Life event ** The 24 cancelled due to SWA Labor Earnings Report Meeting and SWA Union's Labor Summit • A few bargaining dates included full caucus days requested by either party Negotiation Items Reviewed and/or Presented at Sessions • Counter Proposals presented by both Union and Company • Article 7 – Probation Period • Contract Articles opened and presented by Union • Article 13- Uniforms Tentatively Agreed to Article between Union and Company • Article 7 – Probation Period Negotiations Updates Released to Members • NT Update #5 – 01-11-19 • NT Update #6 - 01-25-19 • NT Update #7 – 02-01-19 Satellite Base Test Conference Call • Membership Conference Call at 1:00 pm CST– 01-18-19 • All NT Members participated • Synopsis of call posted on Union Website – 01-30-19 Language of Destination Conference Call • Membership Conference Call at 3:00 pm CST 01-18-19 • All NT Members present for call • LODO Committee Member Egda Avila participated • Synopsis of call posted on Union Website – 01-30-19	

Negotiations Task Force

- Met with NTF Coordinators as necessary to discuss various items - 02-08-19
- Update for February Lounge Mobilization for NTF Leads/Agents Meet & Greet
- Social Media Policy Agreement and issues
- Dallas Meet & Greet held at Union Office 4:30 pm – 02-08-19

Report From:	Other
Submitted Report:	
<u>SATELLITE BASE REPORT</u> Friday, January 18th the Negotiating Committee hosted a conference call open to all Flight Attendants regarding Satellite Bases. A total of 131 Members joined the call. First, the tone of the call was very positive. It's clear that Flight Attendants and Union leadership, (as well as Management through their own communications) want Satellite Bases to continue. Union leadership explained that we are seeking to extend the Satellite Base testing program for the current bases (FLL and AUS), but with improved provisions. The details of those provisions cannot be shared as they are part of ongoing proposals. Our stance is clear – the protections and rights of those in Satellite Bases must be as closely aligned with the protections and rights afforded by our Contract to Flight Attendants in domiciles. We believe that continuing to test the Satellite Bases with enhanced provisions is vital. It will supply both parties with essential data to evaluate the overall program and come to an agreement on permanent language in a future Contract. Overall, Flight Attendants currently based in Satellite Bases reiterated how happy they are to be in such a base. Those formerly based in Satellite Bases did share some frustrations with utilization, lack of Reserves, and the disparity of contractual rights. Your Union leadership agrees that looking down the road; we don't want people to feel "penalized" for simply flying out of a city where they live. Flight Attendants who participated in the call who are not, or have not, been based in Satellite Bases expressed concerns over Reserve usage and Contract disparity, but overall support the premise of Satellite Bases. Union leadership explained the current Satellite Base test agreement has <u>no hard date</u> for the program to end and "auto-renews" itself. While the test language does state the program will continue through the March 2019 bid period, it also has a caveat that requires notification in writing, should either party decide to end the test program, and that the program will then continue for four additional bid periods before ending. As of this writing, neither party has done so, but rather are working to improve the test to capture further data. We are hopeful that improved Satellite Base testing language can be agreed upon in the coming months. Membership feedback is important, so in the coming weeks you will receive an update on when we will be providing a Satellite Base specific survey. We consider the call a great success and look forward to additional collaborative communications moving forward. We are waiting to receive a response to our proposal and for the next batch of data on Satellite base. We are currently scheduling the next meeting in the next few weeks.	

Report From:		Professional Standards	
Submitted Report:			
Category			
Company Policy			
Subtotal	Count	4	
CRM			
Subtotal	Count	12	
FAR			
Subtotal	Count	1	
Hotel			
Subtotal	Count	2	
I.R. Filed			
Subtotal	Count	4	
Not Taken			
Subtotal	Count	4	
Pilot Issue			
Subtotal	Count	1	
Social Media			
Subtotal	Count	2	
Unprofessional Behavior			
Subtotal	Count	1	
Withdrawn			
Subtotal	Count	4	
Total	Count	35	

Report From:	Scheduling
Submitted Report:	
February Scheduling Committee Report The number of line positions that a Flight Attendant could be awarded for the month of March decreased by 419-line positions from 10,196 in February to 9,777 positions in March. The Scheduling Committee left 1849 positions in open time for the month of March in comparison 3 were left in February. The Committee for the month of March wrote an average of 70.12% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an decrease in purity over February by 13.14%. The Scheduling Committee maintained 35% of the Lines with all weekends off, and the Lines containing 3-on/off or 48-hour breaks did not exceed 18%. Our average lines paid 97.42 TFP average work days were 13.85. The contractual numbers above do not include the two satellite bases of FLL and AUS. The AUS Satellite base had an average of 53.73% pure lines, 34.33% weekend off and 35.82% lines containing 3-on/off or 48-hour breaks. The average lines paid 82.2 tfps. The FLL Satellite base had an average of 60.61% pure lines, 30.30% weekend off and 22.73% lines containing 3-on/off or 48-hour breaks. The average line paid 96.67 tfps. The Line Writers for the March Primary Lines were: Shelley Taylor, Ryan Smith, Lisa Trafton, Doreen Argyropoulos, Sheri Tyler, BR Williamson, Rebekah Knox and Xander Ricker. The Line Writers for March Secondary Lines were: Sheri Tyler, Shelley Taylor, BR Williamson, Rebekah Knox and Xander Ricker. Other Committee Work - January 3rd Lyn Montgomery, Liz Howayeck, Denny Sebesta, Don Shipman, and Xander Ricker proposed an updated Satellite Base Agreement, we are in negotiations with management regarding when to meet to discuss this further. - Sean Cooley and Chad Kleibschedel visited during March Primary Writing. There were road blocks during March Primary Build out. As it was explained from Crew Planning there were 13 schedule changes during the month of March as well as pairing that had to be pulled and re-forecasted due to Hawaii pairings. - Angie Kilbourne is gathering and producing educational committee graphs to educate the membership. A quarter review will also be released in the next week.	

Report From:	Scholarship
Submitted Report:	
TWU International is now accepting applications for the Michael J. Quill Scholarship Fund. On January 14, a publication was posted to the TWU Local 556 Website and sent via email to the Membership notifying them of this scholarship opportunity. In addition, Jessica provided Domicile Executive Board Members (DEBMs) with information regarding the Michael J. Quill Scholarship Fund to be included in their upcoming E-Connections. Jessica published a Denver E-Connection on January 30 with this information included.	

Report From:	Shop Steward
Submitted Report:	
<u>SHOP STEWARD COMMITTEE REPORT</u> Held Shop Steward conference call on January 25 Organized and sent out Q&A from Shop Steward Conference Call Sent out Shop Steward Newsletter Shop Steward Committee is continuing to deal with issues surrounding Salesforce, our solution at this time is to attach the PDF instructions to the Shop Steward Newsletter each month. Email Communication with Raychel Armstrong from TWU Local 557 to discuss Allegiant Shop Steward Training Discussion with Professional Standards to come up with a plan on how to deal with Shop Steward Complaints. • Shop Steward Vs Shop Steward issues • Social Media concerns <i>Procedure moving forward is Shop Steward Committee Chairs will turn over these issues for Professional Standard to handle. (This procedure will be communicated to Shop Stewards in next newsletter)</i> Shop Steward Committee Chairs discussed handling all Shop Steward issues that come from the Grievance Team or passing issue along to the appropriate DEBM. <u>To do list:</u> Communicate with Communication Committee to discuss future timeframes for Shop Steward Communications • Set permanent date to be submitted for consistency • Set permanent date to be sent to Shop Stewards for consistency Meet with the Education Chair to discuss a plans for Education Shop Stewards	

Report From:	Survey
Submitted Report:	
Survey Committee Report February 2019 VeAnne reports she will be attending Committee Chairperson training the 3rd week of February.	

Report From:	Uniform
Submitted Report:	
February 2019 Uniform Committee Report Flight Attendants coming off probation are having problems with their anniversary allotments. There is also an issue with a Member continuing to have a deduction from paycheck although pieces have been paid for. Several phone calls over the last months to Wendy Poe in charge of allotments have gone unanswered. Mike Sims assures me he will check into the situation. Individual Member who has had a long term issue getting alternative pieces needed to come back to work has finally been resolved. Will follow up with Member within the week. Meeting: Lisa Happer, Jabari Smith, Chad Kleibschedel, Mike Sims Jamie Dotson, Chrissy Cicero (Cintas) February 5th 2019 Alternative Uniform * Base Leaders have been educated on alternative pieces and procedure during gate checks. We should see a decrease in Members feeling harassed. * Retail list of approved items have been collected for issues re back ordered pieces. * Per our recommendation a retail sweater and dress have been approved for those in the alternative program. I am awaiting the information. * Those in the program will be allowed to return regular line pieces for credit regardless of Wear/wash/alter. Cintas is working on the procedure. * Streamlining procedure is still NOT completed. * ACT paperwork wording change has still NOT been completed by the Legal Dept. Uniform general * Updated material pieces have a hard switch release date of April. Although some pieces are phasing in as sizes are depleted. * Female Vest has been put back into design phase due to negative feedback. * Looking into ways for bases to assure they are compliant with the maternity pieces. * Looking into concepts of a more travel-friendly winter coat * Updated Appearance Standards still going through legal. * Herb tribute scarf/tie discussed. Corporate has discussed with those involved as well as Colleen and Herb's family. No uniform item will be produced at this time.	

In July, Management in conjunction with Cintas will be doing a review of the entire line. They will go over things such as pieces ordered/not ordered, fashion in style/out of style, items to replace/alter/add. The concept and general design of uniforms will not be changing.

The Uniform and Communication Committee will be producing an email to update the Membership on some of these topics in the next few weeks.

Report From:	WISE
Submitted Report:	
On January 24, Leaders from TWU Local 556 met with Members of Southwest Airlines Management, at the request of the Union, to discuss sexual assault and sexual harassment of Flight Attendants while on duty. Those present on behalf of the Union were 2nd Vice President LaTonia Benoit, Atlanta Domicile Executive Board Member Pamila Forte, Denver Domicile Executive Board Member Jessica Parker, Critical Incident Stress Management (CISM) Chairperson Eileen Rodriguez, and attorney for TWU Local 556 Ed Cloutman. Those present on behalf of the Company were Vice President of Inflight Operations Sonya Lacore, Director of Operations Rachel Loudermilk, Director of Security and NOC John Chaussee, and Managing Director Deputy General Counsel Juan Suarez. Jessica is pleased to report that Management was very receptive and willing to address this issue. The following are a few of the items the Union asked the Company to address: • A strong statement from the Company that sexual harassment and/or assault while at work will not be tolerated and violators will face appropriate penalties • Clear reporting procedures for sexual harassment and/or assault be promulgated to all employees • Sexual assault while on duty must be considered an OJI and treated as such by Inflight Leadership • Training for employees on steps to take if they are sexually harassed and/or assaulted while on duty by a Customer or Co-worker • Training for employees on steps to take if sexual harassment and/or assault is reported to them by a Customer or Co-worker Jessica has requested a follow up meeting with all involved parties for a report on what progress has been made on addressing the above mentioned items.	